

Figure 1 (State of the art)

The screenshot displays a search interface with two main panels: a left panel titled "Search" and a right panel titled "Results".

Search Panel:

- Search bar: "km"
- Match: "All words" (checkbox checked)
- Language: "English (United States)" (dropdown menu)
- Look in: "Resources" (checkbox checked), expanded to show:
 - Communities
 - General Information
 - Benefits
 - Corporate News
 - Employee Relations
 - Industry News
 - Recruitment
 - Training
 - All Hummingbird BI
 - Collaboration
 - Hummingbird DM
 - DMWDEMO
 - Hummingbird KM

Results Panel:

- Results 1 - 10 (of about 63)
- 1. [overview.html \(38 K\)](#)
View Text Summarize Open
- Home > PRODUCTS > HUMMINGBIRD KMSearchJust this Area Advanced SearchLaunch QuickFindSearchServerKey FeaturesKey BenefitsSearchServerRelated ProductsHummingbird KMHummingbird PortalRelated LinksEventsWeb SeminarsNewsInformation CenterAll
- 2. [Absence or Lateness](#)
Details Summarize
- 3. [ss_overview.html \(37 K\)](#)
View Text Summarize Open
- Home > PRODUCTS > HUMMINGBIRD RMSearchJust this Area Advanced SearchLaunch QuickFindHummingbird RMKey FeaturesKey BenefitsRM SolutionsTutorial RoomHummingbird RMRelated ProductsHummingbird DMDM Companion SolutionsHummingbird PortalRelated
- 4. [Accepting Other Employment or Going Into Business While on Leave of Absence](#)
Details Summarize
- 5. [Index.html \(41 K\)](#)
View Text Summarize Open
- Home > PRODUCTS > HUMMINGBIRD RMSearchJust this Area Advanced SearchLaunch QuickFindHummingbird RMKey FeaturesKey BenefitsRM SolutionsTutorial RoomHummingbird RMRelated ProductsHummingbird DMDM Companion SolutionsHummingbird PortalRelated
- 6. [An Overview of the Company](#)
Details Summarize
- 7. [Index.html \(38 K\)](#)
View Text Summarize Open
- Home > PRODUCTS > HUMMINGBIRD KMSearchJust this Area Advanced SearchLaunch QuickFindSearchServerKey FeaturesKey BenefitsSearchServerRelated ProductsHummingbird KMHummingbird PortalRelated LinksEventsWeb SeminarsNewsInformation CenterAll

Figure 2

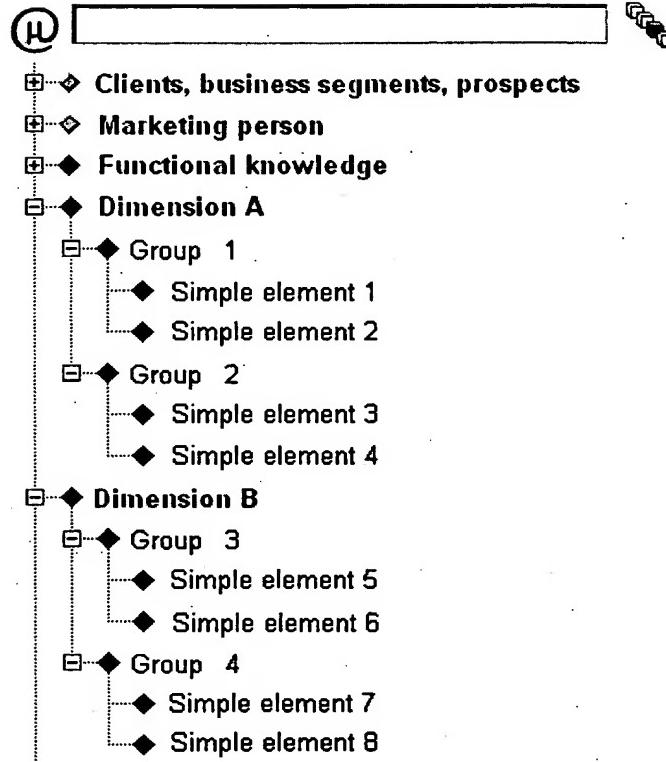


Figure 3

Julien Debussy's portfolio

Skill name	Simple element	Level	Weight	EPI	Docs	MS	Active
<u>Bank</u>	8						
<u>BNP</u>	4						
<u>Integration skills</u>	15	1	50	2			Yes
<u>Relationship with clients</u>	1						
<u>Project management</u>	3						
<u>Setting up project</u>	406	4					
<u>Knowledge object 1</u>	4						
<u>Knowledge object 2</u>	4						
<u>Knowledge object 3</u>	3						
<u>Knowledge object 4</u>	4						

Pages of results : 1 2 ►

Figure 4

Integration skills

Clients, business segments, prospects	
◆ Media	1
◆ Public / Para public	2
◆ Automotive industry	3
◆ D(numbers 200-4999)	3
◆ 4) Projet 300k <> 1M EUR	2
Functional knowledge	
◆ HR Evaluation	1
◆ HR Administrative management	5
◆ HR Payroll management	3
Editors - Partners	
◆ HR Access client server V3	1
Expertise and tools	
◆ Knowing the standard of the product	4
◆ Writing up a detailed differential study	4
◆ Implementing CSCP	1
◆ Parameterize absences	4
◆ Parameterize payroll headings	4

Figure 5

Creating a simulation 

Name :

Period from:
to:

25	<input checked="" type="checkbox"/>	mars	<input checked="" type="checkbox"/>	2003	<input checked="" type="checkbox"/>
25	<input checked="" type="checkbox"/>	mars	<input checked="" type="checkbox"/>	2003	<input checked="" type="checkbox"/>

Profile :

Projet :

Business Line :

Environment context :

Resources :

Creating an activity 

Description :

Encountered problems :

Initiatives :

Result :

Interactions with other persons :

Interactions with other Does :

Interest :

• 1 2 3 4 5

Figure 6

Job profiles

1-10 results on 26	
Nom	
<u>.net</u>	
<u>Commercial MDH</u>	
<u>SAP knowledge</u>	
<u>Regular Consultant Position</u>	
<u>Junior Consultant Position</u>	
<u>Senior Consultant Position</u>	
<u>Director Position</u>	
<u>Manager Position</u>	
<u>Senior Manager Position</u>	
<u>Client dissatisfaction risk indicator</u>	

Pages de résultats : 1 2 3 ►

Figure 7

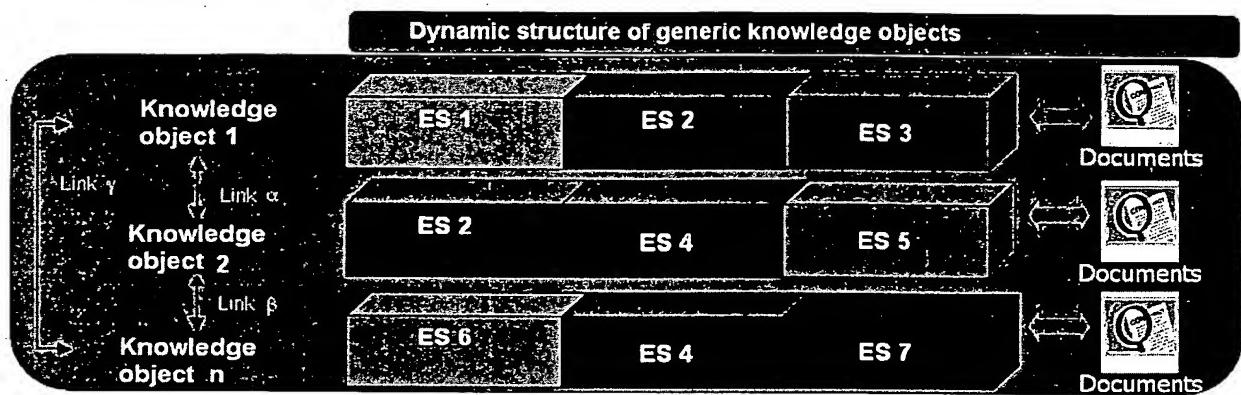


Figure 8

Simulations assigned to skills Integration skills

Name	From	To
<u>RFI – HR Access Integration</u>	10 juil. 2000	31 déc. 2001
<u>Trier - HR Access Integration</u>	01 nov. 2001	31 août 2002